



Reg. No. :

Name :

Second Semester M.A. Examination, September 2010**PERSONNEL MANAGEMENT****(New Scheme)****2.2.1 : Organisational Behaviour**

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. All carry **equal** marks. **Each** answer **not** to exceed **300** words.

1. Discuss the adult ego state with reference to the organizational context.
2. Link job satisfaction and performance.
3. Discuss organizational climate as a group variable.
4. Discuss change as an imperative of organisational life and its implications for organizational behavior.
5. Discuss ego defense mechanisms to stress.
6. "In a network organization there are alternating nodes of power and therefore traditional explanations of power have less relevance". Explain.
7. Discuss Fiedler's contingency model of leadership.
8. Discuss cohesiveness as a group variable. Also mention methods of developing cohesiveness.

(5×6=30 Marks)**P.T.O.**



PART – B

Answer **any three** questions **each** in about **1500** words. **Each** question carries **15** marks.

Important note : For each answer below also provide linkages to actual organizational contexts.

9. Discuss Hawthorne studies as a milestone in the transition from scientific management to human relation school of thought.
10. Discuss the “organization man” from the personality point of view.
11. Discuss the probable perceptual errors in organizational processes such as performance appraisal.
12. Discuss group behavior with reference to Asch effect and group think.
13. Discuss job satisfaction and life satisfaction especially with reference to spillover effect and compensatory effect. **(3×15=45 Marks)**